UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD

COUNTRYWIDE FINANCIAL CORPORATION, COUNTRYWIDE HOME LOANS, INC., AND BANK OF AMERICA CORPORATION

and Case 31-CA-072916

JOSHUA D. BUCK AND MARK THIERMAN, THIERMAN LAW FIRM

and Case 31-CA-072918

PAUL CULLEN, THE CULLEN LAW FIRM

ORDER DENYING MOTIONS¹

The Respondent's Motion for Summary Judgment and the Charging Parties'

Cross-Motion for Summary Judgment are denied. The Respondent and the Charging

Parties have failed to establish that there are no genuine issues of material fact and that either party is entitled to judgment as a matter of law.²

Dated, Washington, D.C., December 3, 2012.

MARK GASTON PEARCE, CHAIRMAN

RICHARD F. GRIFFIN, JR., MEMBER

SHARON BLOCK, MEMBER

¹ The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel.

² In light of our denial of the motions, we find that it is unnecessary to pass on the Charging Parties' request to take judicial notice of the documents submitted with its request.